Tentative Agreement
2024-2028 Contract Agreement
Between the Board of Education of the Town of Colchester and
the Colchester Federation of Educational Personnel Local #3279, AFT-CT AFL-CIO

The following tentative agreement, subject to Board of Education of the Town of Colchester (hereinafter referred to as the "Board") and the Colchester Federation of Educational Personnel Local #3279, AFT-CT AFL-CIO (hereinafter referred to as the "Union") approval, is the successor bargaining agreement to the partied agreement spanning July 1, 2021 to June 30, 2024. Below is a summation of the modifications to be agreed upon. Unless changes are explicitly stated, all terms and conditions stipulated in the prior agreement shall remain in effect.

Contract Term

The parties have agreed to a binding contractual period of four years spanning from July 1, 2024 to June 30, 2028.

Compensation Adjustment

1. Employees holding Paraeducator and COTA/CDA/RBT positions shall receive an annual wage increment of $1.00 per hour for each year of the term of this agreement.
2. Employees in cafeteria roles shall receive an initial salary increase of 2.5% in the first year, followed by subsequent increases of 2.0%, 2.5%, and 2.0% for each year thereafter.
3. The agreement reintroduces longevity stipends for Paraeducators upon reaching specified benchmarks in years of service. The stipends are allocated as follows:
    - $500 upon completion of 5 years of service,
    - $1,000 upon completion of 10 years of service,
    - $1,500 upon completion of 15 years of service,
    - $2,000 upon completion of 20 years of service,
    - $2,500 upon completion of 25 years of service,
    - $3,000 upon completion of 30 years of service.

Health Insurance Premium Contributions

The Employee Premium Contribution for both Individual and Dependent/Family Coverage shall remain unchanged, with no percentage increase throughout the duration of this agreement.

Provisions on Leave Time Utilization

The agreement stipulates that leave time may be utilized in quarter-day increments. The use of three-quarter days is expressly prohibited. This provision is intended to permit the use of quarter days for both sick and personal leave, aligning with the intentions set forth in the prior contract.

Adjustment of Duty-Free Lunch Period

The duration of the duty-free lunch period shall be extended, and shall be no less than thirty minutes.

Inclusion of Registered Behavior Technicians

Registered Behavior Technicians (RBTs), previously excluded from the salary schedule, shall henceforth be included, acknowledging their affiliation with the union and recognizing their professional contribution.

Agreed to and approved by the undersigned, this ____ day of ____ , 2024.

FOR THE BOARD

Board Chair

FOR THE ASSOCIATION

#3279, AFT-CT AFL-CIO